

# Sir John Thursby Community College – Job Description



**Job title:** Subject Teacher

**Salary:** MPS/UPS

**Contract type:** Full time or Part time, Permanent      **Reporting to:** Learning Leader

**Accountable for:** Well-being and achievement of students; delivering excellent standards of creative and engaging teaching and learning

## Main purpose

Our aim is to establish a truly great school, where outcomes for students place it in the top 20% of schools nationally. The role of a subject teacher, under the direction of their Learning Leader and the Headteacher is to:

- Ensure that there are high standards of achievement in all classes through the delivery of high quality teaching and learning
- Contribute to and promote the school's Strategic Vision

## Duties and responsibilities

The duties outlined in this job description are in addition to those covered by the latest Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

## Key tasks

1. To plan, prepare and facilitate excellent lessons, with a clear learning objective, using a range of teaching styles and resources appropriate to the subject matter and the students being taught
2. To regularly assess the progress of students, intervening where necessary, to promote maximum achievement
3. To set appropriate and demanding expectations for students learning and motivation. Set clear targets for students' learning, building on prior attainment
4. To provide regular feedback to students and ensure that all students are clear about how to improve their learning
5. To differentiate lessons so that all students can access learning appropriately
6. To be responsible for the behaviour and well-being of students
7. To create a positive climate for learning within the classroom
8. To set high expectations for students' behaviour, establishing and maintaining a good standard of discipline
9. To identify students who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Education Plans (IEPs)
10. To prepare and present informative reports to parents in line with the school's reporting policy
11. To act as a form tutor to a group of students within the year structure
12. In addition, to take on any other duties, at no higher level of responsibility than this role when required
13. To follow our safeguarding policy and procedures to ensure that all students are safeguarded appropriately

***Equal opportunities***

***We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.***

***Health and safety***

***All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.***

***Safeguarding Commitment***

***This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

Rob Browning

April 2018

Attributes	Essential	Desirable	How identified
<b>1. Qualifications</b>	<ul style="list-style-type: none"> <li>• QTS</li> <li>• Degree or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Recent relevant INSET</li> <li>• Ability to teach an additional subject</li> </ul>	Application form
<b>2. Experience</b>	<ul style="list-style-type: none"> <li>• Evidence of excellent teaching over time</li> <li>• Experience of teaching across the whole ability range of students</li> <li>• Experience of teaching across the 11-16 age range of students</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of positive outcomes from Y11 classes</li> <li>• Experience of planning long &amp; medium term schemes of learning</li> <li>• Experience of leading extra curricula activities</li> </ul>	Application form Supporting letter Selection process References
<b>3. Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Clear understanding of what makes excellent teaching</li> <li>• Clear understanding of how to accurately assess student progress</li> <li>• Clear understanding of how to meet the needs of all students</li> <li>• Clear understanding of current developments &amp; initiatives in the development of the subject across KS3 &amp; KS4</li> </ul>	<ul style="list-style-type: none"> <li>• Clear understanding of new KS4 specifications</li> <li>• Clear understanding of how the KS3 curriculum supports skills and knowledge needed for KS4</li> </ul>	Supporting letter Selection process
<b>4. Personal qualities</b>	<ul style="list-style-type: none"> <li>• A passion to make a difference to young people's lives through education</li> <li>• Ability to build effective working relationships</li> <li>• Enthusiastic, resilient &amp; solution focused</li> <li>• An effective team member, who works well with other people</li> <li>• Effective organisation skills</li> <li>• Good oral &amp; written communication</li> <li>• To like young people and build positive relationships with them</li> <li>• Not to settle for good, but always strive to improve</li> <li>• A commitment to safeguarding and equality</li> <li>• Sense of humour</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to contribute to whole school policies and initiatives</li> </ul>	Supporting letter Selection process References
<b>5. Other</b>	<ul style="list-style-type: none"> <li>• Application form completed in full</li> <li>• Letter of application (max 2 sides A4, font 11)</li> <li>• Enhanced DBS disclosure</li> <li>• Satisfactory health check</li> <li>• A commitment to sustain regular attendance at work</li> </ul>		Application School checks